

KTVF
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Walk-Ins/Self Referral	No	3
2	KTVF in-House	No	2
3	KTVF Website Webcenter11.com Contact: Chad Franklin	No	0
4	Alaska State Employment Services 675 7 th Avenue Fairbanks, Alaska 99701 (907) 451-2961 Contact: Director	No	1
5	Personnel Plus 3437 Airport Way Fairbanks, Alaska 99701 (907) 452-7587 Contact: Director	No	0
6	TDL Professional Staffing 1716 University Avenue Fairbanks, Alaska 99709 (907) 455-8300 Contact: Director	No	0
7	Fairbanks Daily News-Miner 200 North Cushman Street Fairbanks, Alaska 99701 (907) 456-6661 Contact: Classifieds	No	0
8	University of Alaska Fairbanks School of Journalism P.O. Box 756120 Fairbanks, Alaska 99775 (907) 474-7761	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Alaska Broadcasters Association 700 W. 41 st Avenue Anchorage, Alaska 99503 (907) 258-2424 Contact: Cathy Hiebert	No	0
10	CareerPage.org National Alliance of State Broadcasters Associations	No	0
11	Employee Referral	No	12
12	Non-Employee Referral	No	2
13	Facebook	No	0
14	Craigslist	No	0
15	TVJobs.com	No	3
16	KTVF Channel 11 Television commercial	No	0
17	Monsters.com	No	0
18	KYSC FM 96.9 Radio Advertising	No	0
19	KDJF FM 93.5 Radio Advertising	No	0
20	KFXF Channel 7 Television Commercial	No	0
21	K13XD Channel 13 Television Commercial	No	0
22	NAB Careerlink.com	No	0
23	Indeed.com	No	5
24	www.tvtv.com	No	1
25	Mat-Su Job Center	No	0
26	Alaskalist.com	No	0
27	People Matter	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			31

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III. SUPPLEMENTAL OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Event for Community Groups Interested in Broadcast Jobs	Broadcast Academy. On June 12-16, 2017, we held our annual week-long summer camp geared for students ages 12-17. This year's camp offered kids the opportunity to learn about broadcasting in general, and specifically how to create public service announcements and produce news stories. Students learned how to brainstorm ideas, interview businesses, write scripts, shoot footage, and edit. Two PSA's for local non-profit organizations and two news feature stories were produced by the students and aired on the station. The camp is headed by the Creative Services Director and Producer with support from the news department.
2	Participate in Event for Community Groups Interested in Broadcast Jobs	On August 4-13, 2017 KTVF set up our live truck at the Tanana Valley State Fair. Our weatherman and production personnel were available to provide general station information.
3	Participate in Event with Education Institutions related to careers in broadcasting	On November 16, 2016, KTVF provided a tour of the station facilities to students from Hutchinson High School in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.
4	Participate in Event with Education Institutions related to careers in broadcasting	Throughout the school year, a KTVF weatherman visits local elementary schools to help students learn about weather. Over the course of the year, 30 schools are visited and help contribute to the weathercast.

5	Participate in Event with Education Institutions related to careers in broadcasting	On March 9, 2017, a high school senior participated in a job shadow program with our production department.
6	Training Programs for Station Personnel	Throughout the year, employees are cross-trained to acquire the skills necessary to qualify them for higher level positions that may become available. Four of our part-time newsroom employees were able to be promoted as a result of being given such opportunities to learn on the job.
7	Training Programs for Station Personnel	Sales employees attended the Alaska Broadcasters Association annual convention and attended numerous training sessions offered to improve job skills.
8	Scholarship Program	KTVF management participated in the selection of the Linda Simmons Memorial Scholarship from a list of 2017 candidates consisting of high school seniors pursuing a career in broadcasting.
9	Participate in Event with Education Institutions related to careers in broadcasting	On March 24, 2017 KTVF news and management staff attended a Career Day hosted by Tanana Middle School. Information about broadcast careers was shared with the students and staff.
10	Participate in Event with Education Institutions related to careers in broadcasting	On September 19, 2017 News/Sports reporter talked to the Broadcasting Class at Hutchinson High School about broadcasting career opportunities.
11	Participate in Event with Education Institutions related to careers in broadcasting	On November 16, 2016, the News Director and Sales Manager spent a day with the students from Family Centered Services in an effort to educate them on how a station operates and the various departments and job opportunities available in the broadcast industry.
12	Participate in Event with Education Institutions related to careers in broadcasting	Our Sales Manager is a board member of the Hutchinson High School Advisory Board for the Arts – Audio Visual Technology & Communication Program.

13	Participate in Event with Education Institutions related to careers in broadcasting	On August 23, 2017 our Sports/News reporter went to North Pole Middle School to talk to an 8 th grade video productions class. They have their own school news feature. We explained how we run ours and gave advice to the students. Also answered any questions the students had.
14	Participate in Event for Community Groups	Our News Director has been a member of the Alaska Press Club board of directors since 2015 and has served as its secretary – his current term runs through April 2019. Alaska Press Club is a nonprofit organization that represents the state's news organizations on issues of press freedom, hosts regular opportunities for training and professional development for Alaska journalists, and recognizes outstanding work by those journalists at its annual conference.
15	Participate in Event with Education Institutions related to careers in broadcasting	On September 27, 2017, our News Director visited a University of Alaska Fairbanks journalism class to talk about local broadcast media, social media and real-world journalism. Coordinated future opportunities for collaboration between the university's journalism department and KTVF/KXDF, with students receiving instruction from station staff and participating in live updates on news and sports events.